

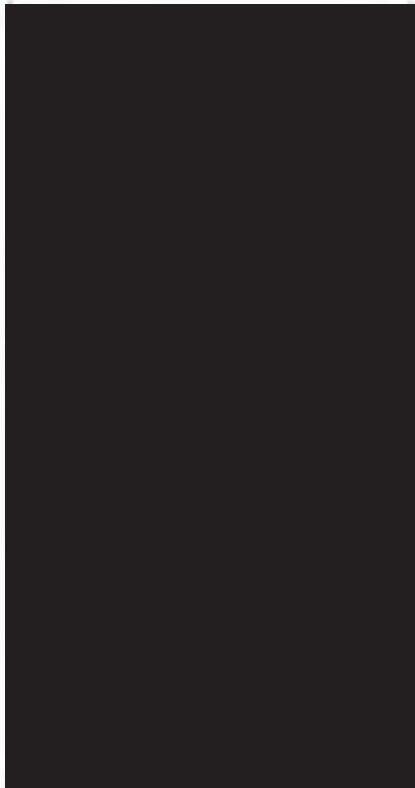
# Total Rewards Planning

## Merit

### Sample Distribution Matrices

Sample distribution matrices illustrate how to move exceptional and significant performers to current market levels

- Matrices can be adapted to strategy as needed



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# Total Rewards Planning

## Bonus

Below-Director Performance Bonus (pool charged), does not apply to VPD, In-Store Retail, and employees participating in any other structured bonus program

Bonus - First tool to really differentiate recognition and rewards for specific, outstanding achievements

### Considerations

- Who plans bonuses?
- Which employees qualify for a bonus?
- What bonuses have already been paid?
- How much funding remains in pool?

### Resources

- [REDACTED]
- [REDACTED]
- [REDACTED] y
- [REDACTED]

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# Total Rewards Planning

## Bonus



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# Total Rewards Planning

## Annual Stock

Stock options represent a long-term retention tool

### Budget

- FY07 stock option guidelines set using select cut of high-tech peer set and targeted positioning
- Global budgets are presented for three levels of management and are based on each LOB's distribution of eligible employee population

### Resources



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# Total Rewards Planning

## Annual Stock

Country	Recommended stock guideline
Australia	[REDACTED]
Austria	
Belgium	
Brazil	
Canada	
China	
Denmark	
Finland	
France	
Germany	
Hong Kong	
India	
Ireland	
Italy	
Japan	
Korea	
Luxembourg	
Malaysia	
Mexico	
Netherlands	
Norway	
Philippines	
Singapore	
Spain	
Sweden	
Switzerland	
Taiwan	
Thailand	
United Kingdom	
United States	

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# Total Rewards Planning

## Overall Review, Prep for Employee Conversation

**Think of total compensation package for each employee - tie everything together**

- Are reward recommendations in line with strategy?
- Is base salary fair, from a market and peer perspective?
- Did you recognize extraordinary achievement with a bonus?
- Were your key employees locked-in with a stock grant?

**Begin to think about salesmanship and message communication**

- Understand and be comfortable rolling-out program

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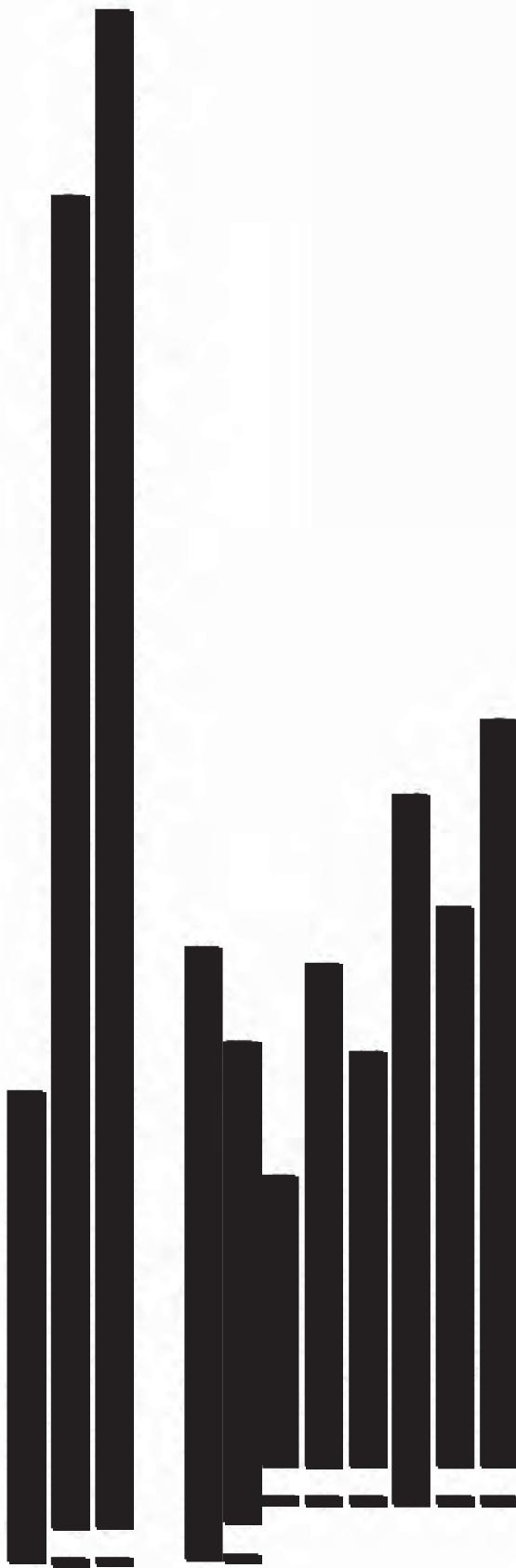
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# Total Comp Planning Tools & Information

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# Total Comp Planning Tools & Information



## Four main layouts

- Merit and Job, Cash Bonus, Stock
  - Merit and Job only
  - Bonus only
  - Stock only

Notes: Can plan for bonus and stock without performance rating, merit planning requires performance rating

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# Total Comp Planning Screen

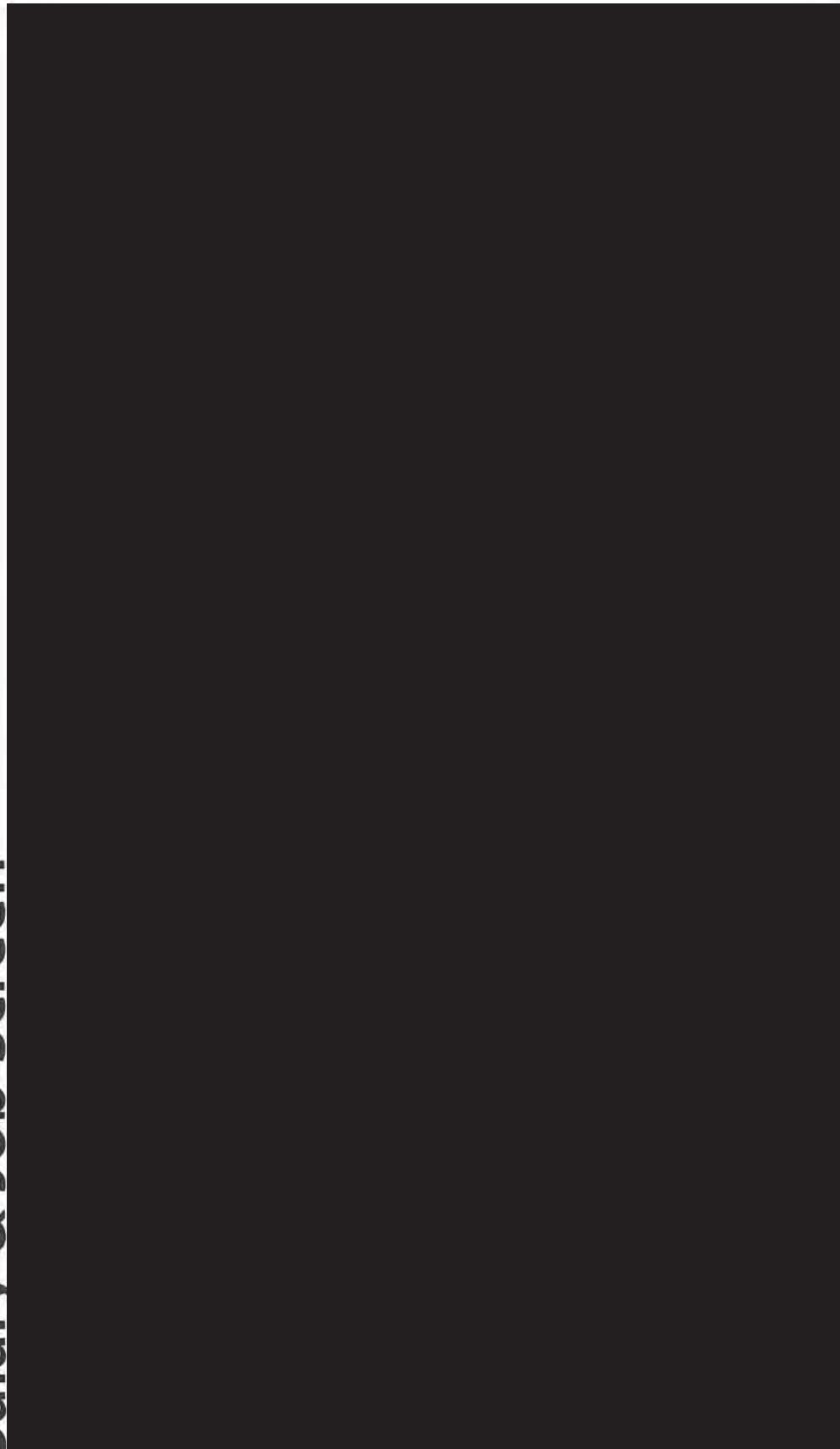


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# Salary & Job Screen



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# Bonus Screen



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# Stock Screen



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